

Indiana Civil Rights Commission  
**AGENCY MONTHLY REPORT**  
NOVEMBER 2013



Jamal L. Smith  
Executive Director

# Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263	288	359	342	309	342	334	312	338	307		<b>3497</b>
Number of Complaints Drafted	66	77	81	113	99	89	97	91	99	114	116		<b>1042</b>
% of inquiries drafted	22%	29%	28%	31%	29%	29%	28%	27%	32%	34%	38%		<b>30%</b>
Employment	54	60	66	83	81	69	65	68	74	80	93		<b>793/76%</b>
Housing (Real Estate)	4	2	7	10	3	11	14	16	7	18	8		<b>100/10%</b>
Public Accommodation	7	12	4	13	10	9	15	4	15	13	11		<b>113/11%</b>
Credit	0	0	0	0	0	0	0	0	0	0	0		<b>0/0%</b>
Education	1	3	4	7	5	0	3	3	3	3	4		<b>36/3%</b>
Unknown	0	0	0	0	0	0	0	0	0	0	0		<b>0/0%</b>
Number of Complaints Formalized	63	56	65	88	83	87	96	75	78	92	83		<b>866</b>
Employment	47	39	43	59	59	74	61	51	53	69	57		<b>612</b>
Transferred from EEOC*	3	0	0	0	2	19	22	3	1	12	4		<b>66</b>
Housing (Real Estate)	9	7	14	9	13	5	24	12	12	9	11		<b>125</b>
Transferred from HUD**	3	2	5	1	2	2	7	4	3	1	4		<b>34</b>
Public Accommodation	6	8	4	14	10	5	10	11	9	12	12		<b>101</b>
Credit	0	0	0	0	0	0	0	0	0	0	0		<b>0</b>
Education	1	2	4	6	1	3	1	1	4	2	3		<b>28</b>

\*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

\*\*Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

# Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	303	263	288	359	342	309	342	334	312	338	307		3497
Region 1	32	23	26	34	35	38	48	39	42	41	31		389
Region 2	23	26	30	29	27	27	34	23	20	31	36		306
Region 3	17	23	17	18	27	31	28	26	13	19	15		234
Region 4	10	9	9	18	11	9	10	14	10	11	11		122
Region 5	135	122	131	169	158	132	133	137	131	138	127		1513
Region 6	25	17	19	21	33	28	31	31	24	38	22		289
Region 7	8	14	10	24	10	9	4	8	13	22	22		144
Region 8	18	8	12	18	18	12	32	19	18	11	13		179
Region 9	25	17	30	21	16	19	14	30	29	23	22		246
Unknown/Out of State	10	4	4	7	7	3	8	7	12	4	8		74

**Region 1:** Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

**Region 2:** St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

**Region 3:** LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

**Region 4:** White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

**Region 5:** Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

**Region 6:** Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

**Region 7:** Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

**Region 8:** Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

**Region 9:** Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

**Unknown:** If the location of the inquiry cannot be identified or is located out of state.

# Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
<b>% of Aged Cases by Area</b>													
Employment	19%	11%	8%	5%	2%	3%	1%	.9%	2%	.8%	2.4%		<b>5%</b>
Housing (Real Estate)	0%	6%	0%	0%	0%	0%	0%	0%	3%	0%	3%		<b>1%</b>
Public Accommodation	10%	2%	9%	0%	2%	2%	0%	9%	9%	14%	10%		<b>7%</b>
Credit	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		<b>0%</b>
Education	23%	13%	6%	11%	10%	5%	5%	9%	8%	17%	16%		<b>11%</b>
<b>Open Cases by Area</b>													
Employment	288	291	295	317	354	404	425	451	455	476	528		
Housing (Real Estate)	38	35	39	44	50	35	52	61	49	48	46		
Public Accommodation	61	63	59	68	75	76	82	90	69	78	87		
Credit	0	0	0	0	0	0	0	0	0	0	0		
Education	20	22	25	27	28	29	29	31	32	31	33		

# Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
<b>Number of Cases Closed</b>	<b>39</b>	<b>53</b>	<b>45</b>	<b>31</b>	<b>27</b>	<b>42</b>	<b>45</b>	<b>29</b>	<b>89</b>	<b>50</b>	<b>55</b>		<b>505</b>
Employment	26	38	30	20	17	15	38	17	33	36	36		<b>306</b>
Housing (Real Estate)	12	9	6	5	7	19	2	9	23	10	13		<b>115</b>
Public Accommodation	1	6	8	4	1	6	4	3	30	1	4		<b>68</b>
Education	0	0	1	2	2	2	1	0	3	3	2		<b>16</b>
Credit	0	0	0	0	0	0	0	0	0	0	0		<b>0</b>
<b>Type of Closure</b>													
NPC	21	39	28	21	18	23	35	10	36	37	35		<b>303</b>
CWS	9	10	13	6	5	10	5	4	13	5	7		<b>87</b>
CW	2	3	2	2	1	4	3	2	25	1	3		<b>48</b>
AD	3	1	0	2	3	5	2	6	4	3	5		<b>34</b>
FO	4	0	2	0	0	0	0	7	11	4	5		<b>33</b>

# Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5	6	6	3	5	4	2	5	2	4		<b>43</b>
Employment	1	5	2	0	2	1	4	1	5	1	4		<b>26</b>
Housing (Real Estate)	0	0	1	1	0	3	0	1	0	1	0		<b>7</b>
Public Accommodation	0	0	3	4	1	0	0	0	0	0	0		<b>8</b>
Education	0	0	0	1	0	1	0	0	0	0	0		<b>2</b>
Credit	0	0	0	0	0	0	0	0	0	0	0		<b>0</b>
Active Cases													
Employment	31	33	32	33	34	33	32	34	35	34	33		
Housing (Real Estate)	14	15	14	14	14	17	17	15	15	14	14		
Public Accommodation	8	8	8	8	8	8	8	8	8	7	7		
Education	5	5	5	5	5	5	5	5	4	4	4		
Credit	0	0	0	0	0	0	0	0	0	0	0		
Average Age of Cases since NOF*	430	429	462	439	458	456	447	461	392	458	474		

\*NOF (Notice of Finding). This includes cases that are now pending in state court.

## Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

**Shanta, D. v. Les Brothers Restaurant & Pancake House** is an employment case based on sex. Complainant alleged that she quit her employment due to sexual harassment.

**Finigan, M. v. Les Brothers Restaurant & Pancake House** is an employment case based on sex. Complainant alleged that she quit her employment due to sexual harassment.

**Hunt, L. v. Waters of Covington** is an employment case based on disability. Complainant alleged that she was terminated because of her disability.

**Mims, R. v. LH Medical** is an employment case based on race. Complainant alleged that he quit due to racial harassment.

## Final Orders

This section provides information on cases that receive Final Orders by The Commission.

**Kroeger, T. v. Arcelor-Mittal** is an employment case based on race and disability. Complainant alleged that she was terminated because of her race and disability. The case was withdrawn with a settlement.

**Kroeger, T. v. Adecco** is an employment case based on race and disability. Complainant alleged that she was terminated because of her race and disability. The case was withdrawn with a settlement.

**Barbour, S. v. Solar Tek Energy** is an employment case based on sex. Complainant alleged that she was subjected to a hostile work environment, paid less, and terminated because of her gender. The case was closed in favor of the Complainant.

**Bullock, M. obo Bullock, A. v. Cardinal Ritter High School** is an education case based on race. Complainant alleged that her daughter was removed from the varsity basketball team because of her race. The case was closed in favor of the Complainant.

**Norton, L. v. Great Lakes Quick Lube, L.P. and Valvoline Instant Oil Change** is an employment case based on sex. Complainant alleged that she was subjected to sexual harassment and was terminated because of her sex. The case was withdrawn with a settlement.

## Articles of Interest:

**La Rana Hawaii, LLC to pay \$350,000 to settle sexual harassment lawsuit** (November 21, 2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/11-21-13.cfm>

**Highland restaurant accused in sexual harassment claim** (November 20, 2013, NWI Times)

[http://www.nwitimes.com/business/local/highland-restaurant-accused-in-sexual-harassment-claim/article\\_e2fa224b-fcc2-54cf-a6ab-a5fc32bdfb04.html](http://www.nwitimes.com/business/local/highland-restaurant-accused-in-sexual-harassment-claim/article_e2fa224b-fcc2-54cf-a6ab-a5fc32bdfb04.html)

**Del Monte Fresh Produce agrees to settle EEOC farm worker national origin lawsuit** (11/18/2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/11-18-13a.cfm>

**MLK's son to give free lecture at DePauw** (November 14, 2013, Indianapolis Star)

<http://www.indystar.com/article/20131114/NEWS04/311140034/MLK-s-son-give-free-lecture-DePauw>

**Indiana ad campaign fights housing discrimination** (November 13, 2013, Evansville Courier and Press)

<http://www.courierpress.com/news/2013/nov/13/indiana-ad-campaign-fights-housing-discrimination/>

**State agencies, City of Terre Haute to host Healthy Homes Summit** (November 13, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2736.htm>

**EEOC meeting highlights challenges to Title VII national origin enforcement** (November 13, 2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/11-13-13.cfm>

**Justice Department and HUD settle discrimination claims against City of Joliet** (November 13, 2013, HUD Newsroom)

[http://portal.hud.gov/hudportal/HUD?src=/press/press\\_releases\\_media\\_advisories/2013/HUDNo.13-169](http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-169)

**ICRC to host second 'Community Resource Fair' in Mishawaka** (November 6, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2734.htm>

**Anderson man alleges race discrimination against Parts Company** (November 5, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2433.htm>

**HUD, Deutsche Bank subsidiary agree to \$12.1 million settlement of lending discrimination cases** (November 5, 2013, HUD Newsroom)

[http://portal.hud.gov/hudportal/HUD?src=/press/press\\_releases\\_media\\_advisories/2013/HUDNo.13-157](http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-157)

**Action Properties in South Bend charged with violating IFHA** (November 4, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2732.htm>

**Laura Bush to speak at Butler University** (November 4, 2013, Indianapolis Star)

<http://www.indystar.com/article/20131104/THINGSTODO03/311040027/-1/NLETTER07?source=nletter-news>